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declared their mission a failure President Wilson appealed to the general managers and the union officials to come to Washington and discuss the situation. Regarding this proposal the statement of the engineers' committee:

"The engineers' committee feel that having adopted the plan proposed by the official representatives of the federal government they have done all that could be expected of them. While the committee has left Chicago for their respective homes and positions and duty, and while the strike will commence on August 7, the engineers' committee has instructed Messrs. Stone and Carter to go to Washington and assure the president that if the railroads will accept the plan proposed by the federal board of mediation, in time to prevent the strike, no strike will occur."

History of the Controversy.

The wage dispute between the engineers of the western railroads and their employers reached a critical stage July 14, 1914, when, having failed to come to an understanding, the union chiefs and the managers' committee suspended negotiations and the labor leaders informed the

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managers that notice of a strike would be served immediately. The men's original demands had been presented October 18, 1913, and negotiations had been going on about three months. Two days later, however, both sides agreed upon federal arbitration, although the engineers previously had refused to consider it on the ground that the roads had refused to be governed by former arbitration court decisions. Matters with the men had proceeded to the taking of a strike vote the result of which, announced July 14, showed that the men were almost unanimously in favor of bucking their demands by a general walk-out.

Based their demand on the increased cost of living, the men called for increases in pay and overtime allowances which, they said, would just about cover the advance in the price of necessities in the past four years. In answer the roads declared the increases asked for would amount to \$32,000,000 a year or a 20 per cent advance in wages and could not be granted.

Ninety-eight railroads were affected by the demands. They included virtually every line in the United States west of Chicago and also the Illinois Central road. In Canada every line west of Fort William, Ontario, was affected except the Grand Trunk Pacific. One hundred and forty thousand miles of roadway and 55,000 engineers, firemen and helpers drawing \$67,750,000 annual wages were affected.

The men's committee was headed by Warren S. Stone, grand chief of the Brotherhood of Locomotive Engineers, and W. S. Carter, president of the Brotherhood of Locomotive Firemen and Enginemen. A. W. Trenholm, general manager of the Chicago, St. Paul, Minneapolis & Omaha railway, was chairman of the managers' committee.

The last general movement by the engineers for an increase in wages was in 1910, at which time they obtained an increase of about 10 per cent. Since then, they declare, the roads have greatly increased their revenues and facilities. Preparation of the men's case indicated their close observation of the proceedings of the interstate commerce commission. Every report of the roads to the federal body apparently had been scrutinized and compared with former reports and deductions favorable to the men's demands drawn where possible.

Objection by the engineers to federal arbitration was asserted to rest on alleged refusal by the roads to govern themselves by the recommendations of the board. They were recommendations and not court mandates, the men declared, and the roads either disregarded them or placed their own interpretations on them in such a manner as to nullify them. The managers' committee challenged Stone and Carter to name an instance in which such a thing had been done. When conferences between Stone and Carter and the managers apparently had come to the point of a strike, the managers were urgent that the federal board of mediation and conciliation should be appealed to. The men's committee suddenly needed to do this, stating that it would have a bad appearance if they refused and asking only that the sessions begin immediately.

Accordingly, William L. Chambers, chairman of the federal mediation board, Assistant Commissioneer G. W. W. Hauner and Federal Judge Martin A. Knapp left Washington at once prepared to begin sessions in Chicago. The conference began July 21.

The men's statement of their case as presented to the board is, in part, as follows:

"Added responsibilities and the increased cost of living induced the engineers in the western territory to make certain requests of the managers of their railroads. These requests carried moderate increases in pay and some improvements in working rules, having for their object the standardization of wages and working conditions which were to be revisions and additions to the present schedule."

In their printed statement of their position the engineers laid emphasis on the increased traffic of the railroads declaring that more powerful locomotives, larger freight cars and longer trains had vastly increased the earning power of the roads and had added correspondingly to the responsibilities of the engineers with no corresponding increase in their pay.

The managers' committee replied that railroad conditions at the present time do not justify any increase in wages. The demands of the men, according to the manager, center upon the substitution of an eight-hour day for a ten-hour day in the computation of overtime.

"The employers know," the managers' statement asserts, "that it would be impractical to reduce the actual working day in train service to eight hours. To do so it would be necessary to shorten practically all railway divisions, to relocate yards and shops, in fact to reconstruct the railways at prohibitive cost. The employees know the only effect of changing the basis of a day's wage from ten to eight hours would be enormously to increase the overtime paid."

"In view of the present conditions there could be no justification for the railroads in taking any step that would add greatly to their expenses. The managers of railways have no moral right to submit to requests of employees that would unduly increase the expense of railway operation."

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